



The Sacramento Area
Council Of Governments
Seeks An Energetic,
Experienced Leader
To Be The New
Executive Director

UNIQUE OPPORTUNITY

This is a unique opportunity to lead an organization that has developed a national reputation for cutting-edge creativity, innovation and risk taking.

SACOG

Most communities today face problems whose solutions are beyond the capability of a single municipal government. Since its organization in 1965, the Sacramento Area Council of Governments (SACOG), a voluntary association of city and county governments, has provided a forum for the study of regional issues and has sought to aid communities in finding solutions. SACOG and its members work cooperatively, while protecting the authority of each local jurisdiction.

SACOG's core mission is focused on transportation planning, funding and project delivery. In addition, the agency has developed a wide range of related programs of regional significance including air quality, land use and affordable housing.

SACOG serves a diverse region of nearly 2 million people and 6,561 square miles. Currently, SACOG consists of 28 city and county member governments.

El Dorado County

- City of Placerville

Placer County

- City of Auburn
- City of Colfax
- City of Lincoln
- City of Loomis
- City of Rocklin
- City of Roseville

Sacramento County

- City of Citrus Heights
- City of Elk Grove
- City of Folsom
- City of Galt
- City of Isleton
- City of Rancho Cordova
- City of Sacramento

Sutter County

- City of Live Oak
- City of Yuba City

Yolo County

- City of Davis
- City of West Sacramento
- City of Winters
- City of Woodland

Yuba County

- City of Marysville
- City of Wheatland

Funding

Major revenue sources include Federal, State, and local grants. In addition, all members pay annual dues based on population. SACOG has an operating budget of about \$14.5 million and a staff of about 50.

Public Participation

SACOG encourages participation of interested citizens and groups in its planning programs. Standing advisory committees and ad hoc committees are often created for major projects.



Community workshops and public hearings are part of most projects. SACOG has a strong commitment to inclusion of all stakeholders and incorporates a community outreach element in all its projects. Special efforts are made to include environmental justice communities, and other traditionally under-represented groups.

PROGRAMS AND RESPONSIBILITIES

Each year the SACOG Board adopts an Overall Work Program (OWP) and budget to guide agency activities. The primary focus of these work programs is on transportation planning and its nexus with land use, air quality and housing. Each major work activity is included as a separate work element:

Project Delivery and Programming – Assists local jurisdictions in meeting all state and federal requirements for funding projects, and identifying available state and federal funds.

Multi-modal Transportation Planning and Coordination – Develops Metropolitan Transportation Plan, balancing federal mandates with the needs and interests of member jurisdictions.

Air Quality Planning, Analysis and Coordination – Implements requirements of federal Clean Air Act by ensuring that delivered projects do not impede the region's air quality goals.

Transit Planning and Coordination – Provides planning support and a forum for coordination opportunities for the region's transit operators.

Housing and Land Use – Provides analysis and planning support for projects related to the housing and land use needs of the region.

Regional Monitoring and Forecasting – Provides data and technical tools needed for high quality transportation and air quality analysis, and project development.

Geographic Information Systems – Provides technical support and facilitates the cooperative development of GIS programs for local agencies in the SACOG region.

Public Information, Outreach and Advocacy – Supports SACOG programs by providing information to and receiving input from the public and other interested parties; fosters public awareness of SACOG and its efforts; advocates for funding, legislation, and other favorable outcomes that will aid in delivery of regional priority projects.

Capitol Valley SAFE/Glenn Valley SAFE – Operates a call box program in the SAFE region.

Rideshare/511 Travel Advisory Project – Operates a rideshare program in the SACOG region.

BOARD OF DIRECTORS

SACOG is governed by a 31-member Board of Directors made up of elected officials representing all member cities and counties. Each city and county has at least one representative on the SACOG Board; the City of Sacramento has two, and the County of Sacramento has three. Caltrans also sends an ex-officio member. Voting is weighted, based on population.

The Board meets once a month to set regional policy and direct the overall work program for the Council. There are four standing committees: Transportation and Air Quality, Housing and Land Use, Administration, Legislation and Public Affairs. These committees meet monthly.

For particular programs, the Board of Directors reconvenes and its composition changes. The Capitol Valley Regional Service Authority for Freeways & Expressways (SAFE) convenes quarterly. As the Airport Land Use Commission (ALUC), the SACOG Board convenes as necessary to fulfill state required airport planning responsibilities. The SACOG Financing Corporation was organized to hold title to real property for the benefit of SACOG.

ACCOMPLISHMENTS

The SACOG Board and its staff have accomplished a great deal. Highlights include:

- Implementation of a new governance structure that insures that all 22 cities and six counties have a seat on the Board of Directors.



- National recognition for its unprecedented effort to link transportation and land use planning with the Blueprint Transportation Land Use Study.
- Designation as the state's Transportation Organization of the Year by the California Transportation Foundation in 2000.
- Implementation of a comprehensive range of core programs and policy initiatives including transportation, regional planning, air quality, and affordable housing.
- Development of a cutting edge management team and staff.
- Acquisition of state of the art offices with a view of Capitol Park and the State Capitol.



KEY ISSUES AND PRIORITIES

In preparation for the recruitment of a new Executive Director, the Board, with input from community representatives and the SACOG staff, identified the primary issues and priorities to be addressed by the successful candidate:

Board Relationships

The new Executive Director will create a strong working relationship with the Board, its committees and key staff of the member agencies that is based on partnership, mutual trust, respect, open communication and equal treatment of all members. There is a particular need to build on the innovative policy initiatives of the Board.

Sacramento Blueprint Project

Continued advancement of this ground-breaking initiative will be a key priority for the new Executive Director. Particular emphasis will be placed on providing the member agencies with the tools they need to implement this broad regional consensus.

Air Quality

There is a continuing need to address the region's serious air quality situation and its impact on the region's transportation programs and projects.

Core Programs

Notwithstanding SACOG's focus on innovation and new programs, it is absolutely essential that the organization also focus on a wide range of core services and programs, including transportation funding and project delivery, transportation planning, and affordable housing.

Organization Development

SACOG has a highly qualified management team and staff. The new Executive Director will focus on organizational leadership including staff development, teambuilding and succession planning.



IDEAL CANDIDATE

Given the issues and priorities facing SACOG, the new Executive Director must be an energetic results-oriented leader with excellent

communication skills who enjoys facilitating change and working to develop relationships and build consensus in the challenging areas of regional government. Specific requirements of the position are as follows:

Experience and Education

The ideal candidate is a visionary, innovative manager who has extensive experience as a proven executive. Candidates must be politically astute and have excellent consensus -building, communication and leadership skills, as well as a general understanding of transportation funding and project delivery, air quality, housing, land use, and other regional planning issues. A bachelor's degree in a related field is required. An advanced degree is desirable.

Competencies, Management Style and Personal Characteristics
In addition to the experience and education described above, the ideal candidate will be:

- A strong, dynamic leader
- Effective in establishing strong relationships with multiple stakeholders with diverse interests
- Decisive once input has been received and viewpoints are known
- Politically astute, yet not political
- Able to carefully evaluate and improve the organization's efficiency and effectiveness as well as maintaining sound financial footing
- Able to delegate both authority and responsibility while holding individuals accountable
- Flexible, unbiased, compassionate and have a high level of integrity
- People-oriented and able to establish a strong working relationship with the Board and employees
- Experienced in personnel management and employee relations
- Interested in creating a partnership with the Board; providing them with real alternatives and demonstrating a sense of responsiveness and sensitivity
- Creative, willing to take risks
- Willing to follow Board direction and able to take the initiative in refining and implementing SACOG policy
- Calm under pressure, possess a positive attitude and a good sense of humor
- An effective listener and negotiator who is able to build consensus

COMPENSATION AND BENEFITS

The salary for the position will be negotiated with the Board and will be based on the qualifications of the successful candidate. The current base salary is \$153,000. In addition, SACOG offers an excellent benefit package that includes:

- PERS 2% at 55 Retirement Plan. SACOG pays employee and employer contribution.
- Health – SACOG offers several health insurance options through CALPERS and will pay an amount equal to the PERS Kaiser North family rate. Unused premium is paid to employees.
- Dental – SACOG pays for employee and dependents.
- Vision – SACOG pays up to \$9.70/month of premium for employees plus dependents.
- Life Insurance
- Long Term Disability – SACOG pays premium; includes \$5,000 life insurance policy.
- Leave benefits – SACOG provides competitive vacation, holidays, and sick leave.

APPLICATION PROCESS

For additional information regarding this opportunity, contact:



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Web: www.cps.ca.gov

The final filing date is Friday, November 5, 2004. To be considered for the position, please submit a resume, list of three work-related references and current salary to CPS Executive Search.